



California Department of Corrections and Rehabilitation

Staff News

Communicating with California's Professionals in Corrections and Parole

www.cdcr.ca.gov

July 1, 2005

Congratulations to the CDCR!

Look for complete coverage of the re-organization in the next issue of *Staff News*. Please see page 10 for a copy of the new logo, as well as a description of the logo's symbolism.



Nearly 70 California Department of Corrections (CDC) employees statewide gathered on the West Steps of the State Capitol to accept the department's highest honors at the 21st annual Medal of Valor Awards ceremony.

21st Annual Medal of Valor Ceremony Awards Department's Highest Honor to Five Employees

By Margot Bach
Information Officer II
Communications Office

Nearly 70 California Department of Corrections (CDC) employees from throughout the state gathered on May 20 on the West Steps of the State Capitol to accept the department's highest honors at the 21st annual Medal of Valor Awards ceremony.

"We are here to pay tribute to some of the finest law enforcement individuals in California," said Youth and Adult Correctional Agency Secretary Roderick

Q. Hickman, a former Silver Star recipient. Hickman recognized the efforts of these outstanding individuals, whose heroism saved lives, contributed to public safety, and whose efforts marked increase cooperation between the state and communities.

Five CDC employees were presented with the department's highest honor, the Medal of Valor,

(Please see MOV, Page 2)

High Risk Parolees now Tracked Using Global Positioning Satellite (GPS) Technology

By George Kostyrko
Senior Information Officer
Communications Office

On July 1, the Department of Corrections Parole and Community Services Division initiated a pilot that will eventually use 500 global positioning system electronic bracelets for parolees identified with backgrounds including sex offenses, domestic vio-

(Please see GPS, Page 6)

Welcome to the California Department of Corrections and Rehabilitation newsletter "Staff News"

On July 1, the Youth and Adult Correctional Agency and the departments and boards within the agency become the California Department of Corrections and Rehabilitation. This plan replaces an organizational structure that has been in place for more than 25 years and provides for better management of one of the largest correctional systems in the nation.

This reorganization will allow us to better manage the resources that the state dedicates to protecting the public from criminals who have been sent to prison.

There will be many questions in the weeks and months ahead. Please call our hotline at 866-772-2703. Your questions will be answered via this *Staff News* publication.

“Purpose-Driven Life” Transforms Sierra Conservation Center; Author Warren Visits Inmates who Embrace the Book’s Message

By Terry Thornton
Information Officer II
Communications Office

Nearly everything used to describe Rev. Rick Warren includes large numbers. He is the founding pastor of Saddleback Church in Orange County, California, where more than 20,000 people attend each Sunday. There are more than 80,000 names on the church roll.

In the past seven years, 9,200 people have been baptized there. Warren is best known for authoring the book, “The Purpose Driven Life.”

It has sold more than 20 million copies in 20 languages in the past two years and is the best-selling hardback in American history.

More than 320,000 pastors and church leaders from more than 120 countries have attended Purpose-Driven Church seminars. Warren is also the founder of an Internet community that mentors pastors worldwide. More than 125,000 pastors subscribe to his free, weekly e-mail

newsletter.

But there’s only one large number of particular interest to Sierra Conservation Center Warden Matt Kramer: That number is \$1 million.

“This book has saved my prison a million dollars,” Warden Kramer said.

Warren’s book, “The Purpose Driven Life,” has sparked a transformation among the inmates at the prison. Nearly 500 inmates on the

(Please see Purpose, Page 4)

MOV...*(From front page)*

which is given to employees “who have distinguished themselves by conspicuous bravery or heroism above and beyond the normal demands of correctional service. The employee must display courage in the face of immediate, life-threatening peril, and with full knowledge of the risk involved. The act should show professional judgment and not jeopardize operations or the lives of others.”

The 2005 Medal of Valor awardees are Correctional Officer Connie England, California Men’s Colony; Medical Technical Assistant Wolfgang Costello, California State Prison-Los Angeles County; Correctional Officer Travis W. Bucholz, California Substance Abuse Treatment Facility; Correctional Officer Tyrone Mays, Salinas Valley State Prison; and Correctional Officer James Johnstone, Wasco State Prison.

“These men and women are committed to public safety and public service,” said CDC Director Jeanne S. Woodford. “They represent the best the in the business, and they repre-

sent the thousands of men and women who work at CDC and put themselves at risk every day.”

Here is the complete list of 2005 Medal of Valor Awards honorees:

Gold Star

The Corrections Star (Gold) medal is the Department’s second-highest award for heroic deeds under extraordinary circumstances. The employee shall display courage in the face of immediate peril in acting to save the life of another person.

Correctional Sergeant Olivia Best, California Substance Abuse Treatment Facility; Correctional Counselor I Richard O. Hawkins, Folsom State Prison

Correctional Officer Aaron J. Bicknell, North Kern State Prison, Parole Agent I Richard Culpepper, Parole Region IV

Silver Star

The Corrections Star (Silver) is the Department’s third highest award for acts of bravery under extraordinary or unusual circumstances. The

employee shall display courage in the face of potential peril while saving or attempting to save the life of another person or distinguish him or herself by performing in stressful situations with exceptional tactics of judgment.

Correctional Officers Edward Granillo, Jack Hudson, Jeniel Yoder and Greg Zucker, California Correctional Institution; Correctional Officer E.R. Cisco, California Men’s Colony; Correctional Officer James Michael Austin, California State Prison, Solano; Parole Agent I Dwight Storay, Parole Region IV; Correctional Lieutenant Esther Lydia

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Submissions

Staff News is designed to publicize staff activities, innovative programs, and to transmit important information to the rank-and-file. To this end, we need stories and pictures to be submitted for publication. Please send your submissions to:

agencynews@cdcr.ca.gov

California's 33rd – and Last Prison – Opens Near Delano as Kern Valley State Prison

By Bobette Espinosa
AA/Public Information Officer
Kern Valley State Prison

The California Department of Corrections (CDC) formally activated California's 33rd prison, Kern Valley State Prison (KVSP), on Wednesday, June 15, with the arrival of the first Level I (Minimum Security) inmates and a media tour.

The first inmate to get off the transport bus and become the new prison's first inmate was Willie Groomes, a Riverside County commitment for receiving stolen property. A level one inmate, Groomes transferred from North Kern State Prison and has an expected parole date of March 2006.

Designed as a Level IV (Maximum-Security) institution, it will house about 5,000 inmates when it is fully activated in January 2006. The institution is also designed to be the first fully programmed Level IV institution in California with a variety of academic and vocational education programs, thereby increasing an offender's chances of reentering society successfully.

"While California's prison population has remained relatively stable over the last two years, there has been a significant increase in the number of maximum security inmates and in the average time served," said Roderick Q. Hickman, Secretary of the Youth and Adult Correctional Agency (YACA). "This led to an increase in inmate violence and threats to staff and public safety.

"Prisons are designed to serve the public safety by keeping inmates in custody and preparing them for their eventual release. This new facility will ease the pressure and lower the risk to staff at the state's other 10 maximum-security prisons," Hickman added.

Kern Valley State Prison is designed to house about 500 Minimum Security (Level I) inmates and about 4,500 Maximum Security (Level IV) inmates.

A number of media from outlets in the central valley and southern California toured the



Media from the central valley and southern California toured Kern Valley State Prison as the first inmates arrived.

facility the day inmates began to arrive.

Inmates housed at Kern Valley State Prison (KVSP) will be expected not to participate in gang activity. Non-gang behavior and expectations will be outlined in inmate orientation programs.

The initial group of Maximum Security (Level IV) inmates will begin to arrive in July 2005 and will be housed on Facility B.

The institution will activate by Facilities: The proposed schedule is to activate

Facility B in July; Facility A is scheduled to be activated in September 2005; Facility C is scheduled to be activated in November 2005; and Facility D is scheduled to be activated in January 2006.

The prison is a Level IV, 180-degree design facility. Level IV facilities have a secure perimeter with internal and external armed

Code of Conduct Requirement Extends to CDCR Organization

In March 2004, Agency Secretary Roderick Q. Hickman distributed a memo reminding staff that an organization-wide **Code of Conduct** required by statute (SB 1431 and signed into law by Governor Schwarzenegger in fall 2004, was to be posted at each worksite within the agency family of boards and departments.

With the creation of the CDCR, the editors of Staff News have produced a copy of this **Code of Conduct** for use and posting in the various workplaces throughout the state. Please print this out, for posting in your worksite.

You can find the **Code of Conduct** on **Page 9** of this publication.

(Please see Kern Valley, Page 8)

Staff News 3

Purpose...(From page one)

Tuolumne Yard have read the book and gone through the 40 Days of Purpose Program since 2003. Inmates lead small groups, counsel and pray with one another, and hold Bible studies in English and Spanish. As a result, the number of rules violations, incidents, staff assaults and

problems can enhance spiritual growth.

Warren, named by *Time Magazine* as one of the 25 most influential evangelicals in America, seems larger than life, a magnet for both believers, skeptics and the curious alike. In person, he is warm, funny, approachable,

and appears to be having the time of his life.

"You can really see the difference now than two years ago," Kramer said. "We've spent about a million dollars less in overtime, incident man-

modified therapeutic community treatment modality. Like all California Department of Corrections' substance abuse treatment programs, it has a six-month residential aftercare component. Participants are also eligible for a 120-day community drug treatment furlough review for non-violent offenders.

Kramer sees many benefits for both staff and inmates from the popular book and Celebrate Recovery. "We have seen that the inmates in these programs were being more responsive to the staff and developing communication skills and other tools, rather than being confrontational," Kramer explained. "We've seen more problem-solving between staff and inmates. That's been a large part of the success of these programs," he added.

One of the benefits to the inmates is what Kramer describes as the enhancement of social interactive skills. "Most of the inmates are really lacking in these skills," he said. "That's what these programs bring to them. My challenge to the staff is, how can we get them to take advantage of that? How do we avoid confrontational problems that in the past would have escalated to grievances, assaults, or even riots?"

The impacts of the programs extend beyond prison walls. Kramer says that the inmates are connected with a Celebrate Recovery sponsor in their paroling community six months before they are released to parole.

On the day Rev. Warren visited SCC, Warden Kramer presented him with a plaque on behalf of the staff and inmates at the institution, thanking him for Saddleback Church's continued support of both the Purpose Driven Life and Celebrate Recovery programs.



Rev. Rick Warren bringing his "Purpose Driven Life" message to inmates, and staff, at the Sierra Conservation Center.

lockdowns has dropped dramatically on the Level III yard, making SCC a better place to work.

Rev. Warren took time out of his busy schedule in mid-April to visit Sierra Conservation Center, a medium-security prison nestled in the hills near Jamestown. His easy going, laid back demeanor endeared him to both staff and inmates. He showed up on a warm spring day wearing a bright green shirt, dark slacks, and loafers with no socks.

Warren took time to meet with staff and inmates, signing copies of his book and posing for photographs. He later preached a compelling message to about 200 inmates, encouraging them and explaining how their

agement, administrative segregation overflow, and everything else associated with responding to incidents," he explained. "When there are fewer incidents and confrontational situations, you have fewer inmate appeals and rules violations reports. That cuts down on the workload for staff and gives them more time to do their jobs rather than doing all that paperwork," he added.

The institution also piloted, and now runs a faith-based substance abuse treatment program developed by Warren's Saddleback Church called Celebrate Recovery. The program newly activated on the Level III Tuolumne Unit and in conservation camp with Level I inmates, uses a

MOV...*(From page two)*

Avalos, Richard J. Donovan Correctional Facility; and Correctional Ser-

Captain Joe A. Lizarraga; Correctional Lieutenant Richard Pimental; Correctional Sergeant Daniel Ross, California Medical Facility; Fire Captain Edward Anaya, California Rehabilitation Center; Psychiatric Technician Stacy Journagan, California State Prison, Corcoran; Correctional Officer

Agent I Dean Crenshaw, Parole Region III; and Correctional Officer Matthew B. Seese, Pleasant Valley State Prison.

Unit Citation

The Unit Citation is for great courage displayed by a Departmental unit in the course of conducting an operation in the face of immediate life-threatening circumstances.

Correctional Officers John Berlanga, Denise Liles and Craig O. Terry; Medical Technical Assistant Steve Broadus, California Correctional Institution; Correctional Lieutenant Raymond Perez, Correctional

(Please see MOV, Page 8)



The attendees and guests stood at attention while taps was played for those who died in the line of duty and service for their country.

gent Donald Connant, Sierra Conservation Center

Bronze Star

The Corrections Star (Bronze) medal is the Department's award for saving a life without putting oneself in peril. The employee shall have used proper training and tactics in a professional manner to save, or clearly contribute to saving, the life of another person.

Medical Technical Assistant Elizabeth Franco, Avenal State Prison; Correctional Officers John Berlanga and Craig O. Terry, California Correctional Institution; Facility

Mike Hogan, California State Prison, Solano; Medical Technical Assistant Rufino Orong, Central California Women's Facility; Correctional Sergeant Mike Crispin; Correctional Officer Matt Shields; Plumber II Samuel Tozer, Ironwood State Prison; Parole Agent I Miguel Gonzalez, Parole Region III; and Correctional Officer Robert Saylor, Pelican Bay State Prison.

Distinguished Service

The Distinguished Service Medal is for an employee's exemplary work conduct with the Department for a period of months or years, or involvement in a specific assignment of benefit to the Department.

Correctional Officer Frank Foley, California Correctional Center; Registered Dental Assistant Anastasia Domingue, California Medical Facility; Parole



SATF Correctional Officer Buckholz is congratulated by Director Woodford and Secretary Hickman for his Medal of Valor award.

Staff News

The Electronic Edition

The *Staff News* is published monthly by the Department of Corrections and Rehabilitation Office of Press and Communications.

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GPS...(From page five)

lence/stalking, gang activity, violent offenses and offenders identified by local law enforcement as being involved in major crimes.

With this pilot program targeting certain counties, it is anticipated that a majority of the parolees to be monitored for this pilot program will be sex offenders. The program will be rolled out in a

phased approach, with phase one starting July 1.

What differentiates this program from the electronic bracelet program is the ability to map the locations a specific parolee has traveled to and the ability to interface with local law enforcement. The pilot is scheduled for two years.

"The value of this technology is that it allows agencies real time information on the whereabouts of a probationer or parolee," said Parole and Community Services Division acting Deputy Director Jim L'Etoile. "Electronic monitoring is passive, and only gives information to the police agency, after the violation has occurred."

The system utilizes GPS technology to constantly track the precise location of offenders and link that data to the location and time of reported crime incidents, L'Etoile explained. The system also electronically monitors certain "exclusion" and "inclusion" zones for violations.

In May, parole division imple-

mentation staff met with Satellite Tracking of People, LLC, staff, who

email and/or facsimile, for all parolees assigned to GPS tracking;



The GPS unit stays secured on the ankle at all times. The unit is regularly charged like a cell phone.

eventually won the contract award, to develop a Phase I implementation strategy. In June the parole division implementation staff began collaborating with local law enforcement in San Diego County to jointly implement of the GPS pilot program.

Phase I implementation involves the systematic and progressive roll-out of 180 GPS units in San Diego, Orange, San Bernardino, and Riverside counties.

Phases II, III, and IV implementation will involve the systematic and progressive roll-out of the remainder GPS units in five additional counties.

The scope of expectations for this pilot includes some of the following deliverables:

Monitor, track, collect and record in a Central Information System, all movement and location data of parolees assigned to GPS tracking, 24 hours per day, 7 days a week;

Provide daily reports of each parolee's GPS tracking activities, including technical violations, to CDC parole agents and unit supervisors via

Provide immediate notification alerts via alpha-numeric pager, cellular telephone, email and facsimile for non-compliant parole violations specified by CDC as serious, including, but not limited to, inclusion zone or exclusionary zone violations, and lost communication incidents, and verify that all alerts are received by CDC;

Inter-face with local law enforcement agency information

systems to automatically collect and download crime and incident report data at a minimum of one time per day;

In addition, the system is intended to automatically correlate crime and incident report data collected from local law enforcement agencies with the GPS tracking data of parolees;

Provide up to date maps with state-of-the-art graphics, and the flexibility to up-date maps with public places of interest icon references, including, but not limited to, schools, day-care centers, parks, and liquor stores specific to each geographical area;

L'Etoile noted that public safety is the priority here. In the case of any instances where it appears that a GPS-tracked parolee poses a risk to public safety, or if the data received is not robust enough to warrant continued use on that individual, the department will review the issue immediately.

"This is one of those examples where we can get evidence-based outcomes pretty quickly with a technol-

(Please see GPS, Page 8)

The Family: A Cost-Effective and Untapped Resource

By Carol Shapiro

As correction costs rise and the number of individuals under criminal justice supervision grows, policy makers and practitioners are exploring new and cost-effective alternatives to traditional justice programs.

An increasingly popular approach, endorsed by state and city parole, probation, police, and corrections officers across the nation, transforms the service delivery process by reframing justice supervision work in a family context.

By shifting focus from deficits to strengths and from individual to family case management, a family-focused approach has been proven to improve outcomes for people under supervision and their families.

The national non-profit Family Justice has pioneered the use of a family-focused model through unique partnerships with government entities, the private sector, local partners, and families.

Understanding that families—broadly defined to include friends and neighbors—are experts in the history and needs of their own members, Family Justice helps organizations tap families' strengths and recognize areas of conflict and tension.

Through innovative use of tools such as the genogram and ecomap, Family Justice helps organizations and families visualize the connections between the many government systems, such as public housing, child protection services, and public assis-

tance, with which they are involved.

A family-focused approach works. In a formal evaluation of Family Justice's family case management program, illegal drug use declined from 80% to 42% among participants. Similarly, participants were less likely, contrasted with a control group, to be arrested or return to prison, while family members experienced enhanced well-being through increased

access to and use of community support systems.¹ Recent studies by the Urban Institute on Chicago and Baltimore reentry confirm these findings: most families met or exceeded the expectations of individuals returning from prison, 42% of whom stayed at a family member's home on their first night out. Most importantly, the studies show that stronger family support and engagement predict a reduced chance of arrest and return to prison.²

Family-focused programs succeed not only because they tap an overlooked resource—the family—but also because they suggest a new way to organize existing government resources. This new model of government is characterized by: 1) recognition of the many relationships with government that justice-involved families already have and 2) coordinating government services to reflect these relationships and ensure system efficiencies.

Recognizing that this holistic ap-

proach requires interagency cooperation, government entities are beginning to extend the family-focused model beyond the realm of criminal justice supervision to the fields of public housing, economic development, physical and mental health, and substance abuse. Today, the federal systems, state and local government, and membership organizations such as the American Probation and Parole Association are working to infuse a family-focused perspective into the criminal justice system. With families engaged in justice supervision at the institutional level, government is able to achieve more in times when budget shortfalls require us to spend less.

Carol Shapiro is Founder and President of Family Justice. Her innovative work has been recognized by Harvard's Kennedy School of Government's Innovations in American Government Award and Ashoka Innovators for the Public.

(Endnotes)

¹

Eileen Sullivan, Milton Mino, Katherine Nelson, and Jill Pope,

Families as a Resource in Recovery from Drug Abuse: An Evaluation of La Bodega de la Familia

(New York: Vera Institute of Justice, 2002), 54-57

²

Christy Visser, Vera Kachnowski, Nancy La Vigne, and Jeremy Travis, Baltimore Prisoners

' Experiences Returning Home (Washington, DC: The Urban Institute, March 2000

Nancy G. La Vigne, Christy Visser, and Jennifer Castro, Chicago Prisoners



Carol Shapiro

MOV...(From page five)



CCI Correctional Officer Jack Hudson received a Silver Star from CDC Chief Deputy John Dovey.

Sergeant Glen R. Traylor, Correctional Officers Ernest O. Avila, Joe G. Barbosa, John A. Bobadilla, Adrian Diaz, Mark Easton, Joe Ortega, Anthony Ramirez, John D. Sitter, Arthur W. Tovar and Phillip A. Vasquez, California Rehabilitation Center; Correctional Sergeants Michael Dotson and Eric Lawton;

Prison, Sacramento; Medical Technical Assistants Kristy Green and Joe Rudisill, Ironwood State Prison; and Prison Canteen Manager II Gary Smith, Prison Canteen Manager I Robert Robinson, Business Services Officer II Michael Salazar, Material & Store Supervisor II Grover Crane, Sierra Conservation Center.

GPS...(From page five)

ogy that not only the military and automotive industry has been using for years, but also sister law enforcement agencies,” L’Etoile said.

This program is pursuant to Penal Code section 3004, California State Budget Act for Fiscal Year 2004-05.

The next *Staff News* will be Published in Two Weeks!

Look for full coverage on all the changes taking place within the Department of Corrections and Rehabilitation!

California Youth Authority Medal of Valor Ceremony Set for July 20

Kern Valley...(From page three)

coverage, with housing units consisting of cells adjacent to exterior walls. There is also a Minimum Support Facility (MSF), which is located outside the secure perimeter and consists primarily of open dormitories with a low security perimeter.

The institution comprises four facilities, including approximately 240 Substance Abuse Program (SAP) beds. The institution also has two Administrative Segregation Units (ASU) serving the four facilities. The design uses the prototype developed for 10 new ASU facilities that have

been constructed in other prisons statewide.

Also located inside this perimeter are food services, health services, and some building maintenance.

The perimeter security is composed of a combination of double fences topped with barbed wire, perimeter towers, a sophisticated communication system, and a lethal electrified fence.

Design and construction costs were \$379 million. The annual operating budget is approximately \$136 million.

When fully activated, the institution will have about 780 custody staff and 365 support staff.

The prison was initially estimated to cost \$335.5 million, but the final cost for design and construction is \$379 million. The project budget included \$2 million for impacts on local school districts and \$20 million for impacts to local governments.

Proposed names for the new institution were submitted by citizens in the Kern County area, with the final selection made by Governor Arnold Schwarzenegger.

California Department of Corrections and Rehabilitation

Code of Conduct



As employees and appointees of the California Department of Corrections and Rehabilitation, we are expected to perform our duties, at all times, as follows:

- **Demonstrate professionalism, honesty, and integrity;**
- **Accept responsibility for our actions and their consequences;**
- **Appreciate differences in people, their ideas, and opinions;**
- **Treat fellow employees, inmates and wards, families of inmates and wards, parolees, and the public with dignity and fairness;**
- **Respect the rights of others and treat others fairly regardless of race, color, national origin, ancestry, gender, religion, marital status, age, disability, medical condition, pregnancy, sexual orientation, veteran status, or political affiliation;**
- **Comply with all applicable laws and regulations;**
- **Report misconduct or any unethical or illegal activity and cooperate fully with any investigation.**



This logo design features a more traditional look and features the following symbols:

California Map: The people throughout state; a statewide correctional system.

Skyline: Communities; cities; correctional facilities.

Scales: Justice; fairness; law enforcement.

Torch: Achievement; success; education and learning; and enlightenment.

Mountains and water: Environment; rural regions.

Stars: Law enforcement; government.

The outer ring design has a more traditional treatment.